

Work Health and Safety Policy Statement

The Commonwealth Bank of Australia Group (the “Group”) believes that the physical and psychological health and safety of our people, visitors, contractors and customers is essential to our long term success. We are committed to fulfilling corporate and legal health and safety responsibilities by implementing and maintaining policies, procedures and practices to provide a healthy and safe place of work.

This Work Health and Safety Policy and the Health and Safety Management Systems apply to Group workplaces and to people who carry out work at the direction of the Group.

The Group’s commitment to the effective implementation of this Policy and its Health and Safety Management Systems, will help the Group achieve a work environment that is healthy and safe for all our people, visitors, contractors and customers.

The Group will meet its commitment to health and safety by:

- Acknowledging our legislative requirements and ensuring compliance as the minimum acceptable standard.
- The Group’s Officers proactively implementing their health and safety due diligence requirements for applicable jurisdictions.
- Holding all levels of management responsible and accountable for the health, safety and wellbeing of people under their leadership.
- Implementing documented health and safety risk management processes for the control of workplace hazards that are consistent with the risk profiles of the Group’s workplaces and activities.
- Developing relevant and measurable objectives and targets across the Group to ensure continuous improvement aimed at the elimination of work related risk, injury and illness.
- Providing information, training, instruction and supervision to the Group’s people to ensure they have the skills and competencies required to safely undertake their roles.
- Effectively disseminating relevant health and safety information to all our people and visitors to the Group.
- Providing consultative arrangements for our people and their representatives to ensure constructive input into the decision making processes impacting on work health and safety within the Group where appropriate.
- Carrying out thorough investigations of incidents and injuries, and for applicable jurisdictions maintaining a fair and equitable claims management process and for the rehabilitation of injured parties.
- Ensuring that all applicable contractual arrangements for the supply of goods and services include provisions for compliance with work health and safety requirements.
- Regularly reviewing the performance of and continuously improving the Health and Safety Management Systems.
- Providing contemporary health and wellbeing programs and initiatives that encourage our people to maintain a physically and psychologically healthy lifestyle.
- Monitoring, measuring and reporting health and safety performance on a regular basis.
- Ensuring adequate resources and expertise are provided for the implementation of this Policy and the underlying management systems.

As part of the Group’s commitment to continuous improvement, this Policy will be reviewed biennially in consultation with a number of stakeholders, most importantly our people. The review will take into account legislative changes, improvements in ‘best practice’ and reconfirm the Group’s commitment to health and safety.

Ian Narev
Chief Executive Officer
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